

# Diversity Statistics 2017

The Kingsley Napley LLP diversity statistics are published in accordance with the Law Society's Diversity and Inclusion Charter, and guidelines provided by the Solicitors Regulation Authority.

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## Diversity

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Kingsley Napley is committed to the principles of equal opportunities and diversity, and to promoting equality and diversity in all its professional activities. We aim to ensure our employment opportunities are open to all based on individual merit and our policy is central to the recruitment process.

We do not discriminate against anyone - directly or indirectly - on grounds of race, colour, ethnic or national origin, sex, sexual orientation, marital status, pregnancy, disability, religion or belief, age, part-time or fixed-term status.

## The Law Society's Diversity and Inclusion Charter

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Kingsley Napley is a signatory to the Law Society's charter to demonstrate its shared commitment with The Law Society to promoting equality and diversity in the legal profession. Kingsley Napley representatives work with the Law Society and other signatories to identify and develop best practice in delivering this commitment internally.

Our data is published in line with the Law Society's Diversity and Inclusion Charter, and in accordance with SRA guidelines.

## Kingsley Napley Diversity Data

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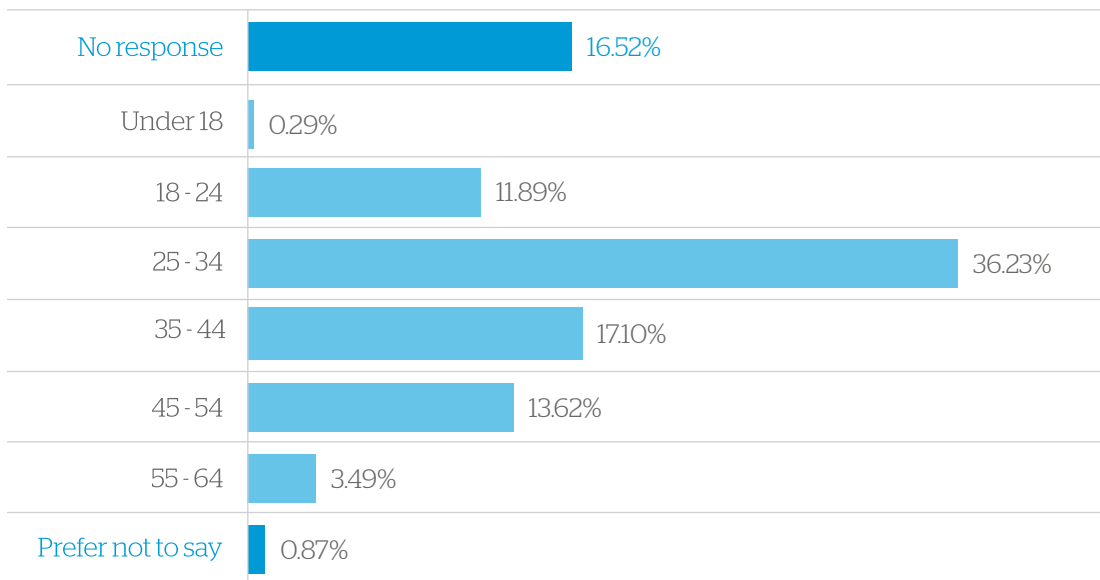
Kingsley Napley's Diversity Data was collected in August 2017 as part of the Firm's annual requirement to collect, report and publish its workforce diversity data.

The data shown below in percentage format is a reflection of those who responded across all sections of the questionnaire. This was 83.1% of the Firm.

Our average 'no response' rate was 16.9% which should be taken into consideration when reviewing the statistics.

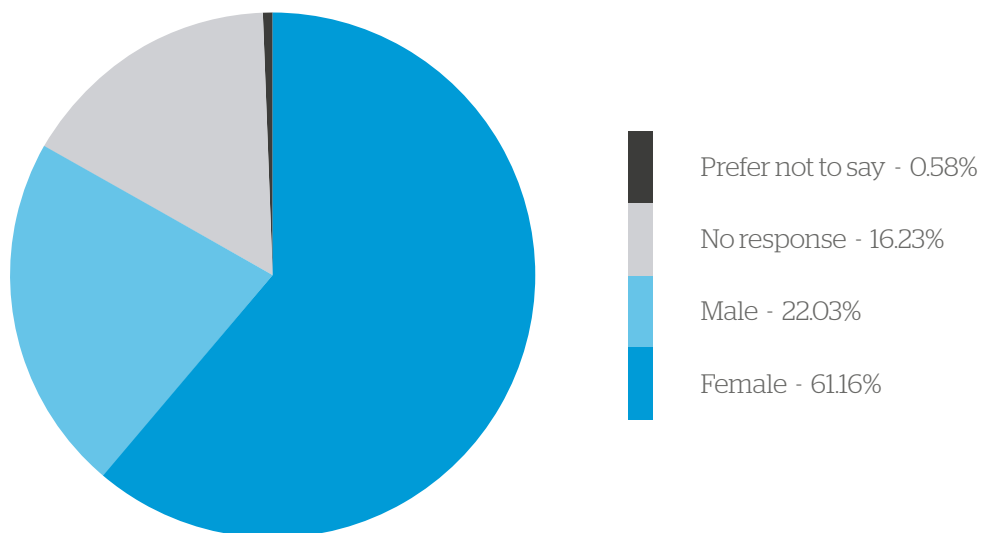
## Age

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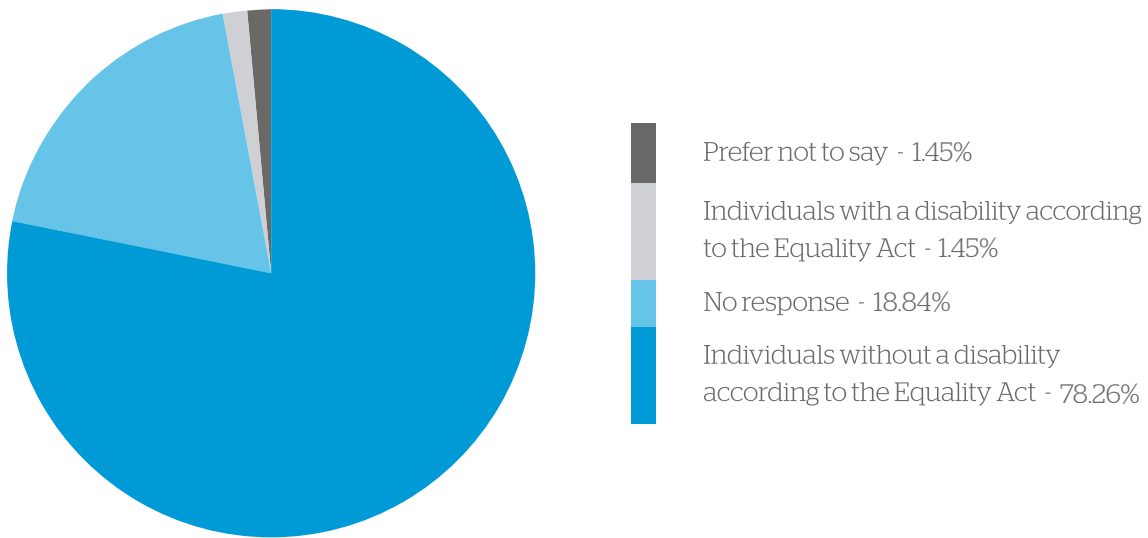
## Gender

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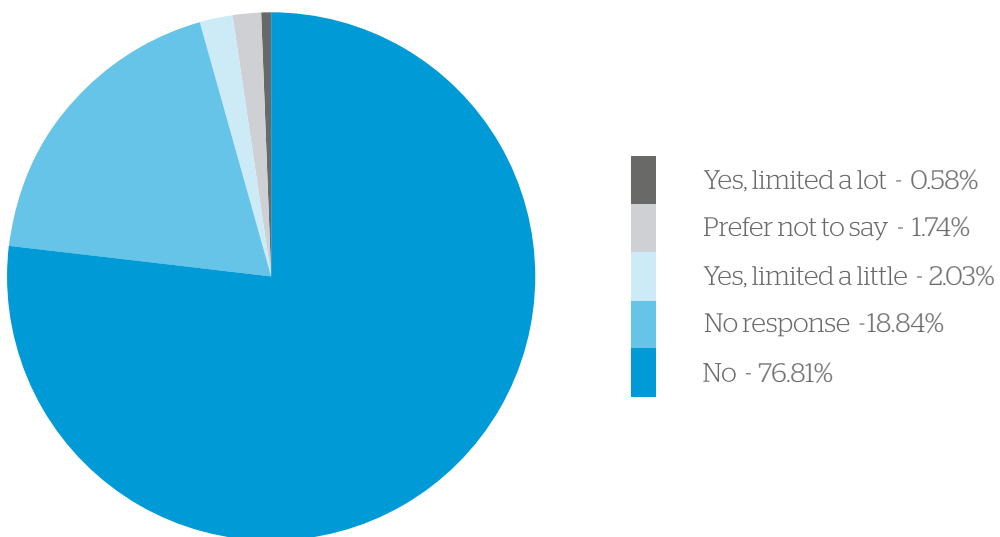
## Disability

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## Individuals whose day-to-day activities are limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months

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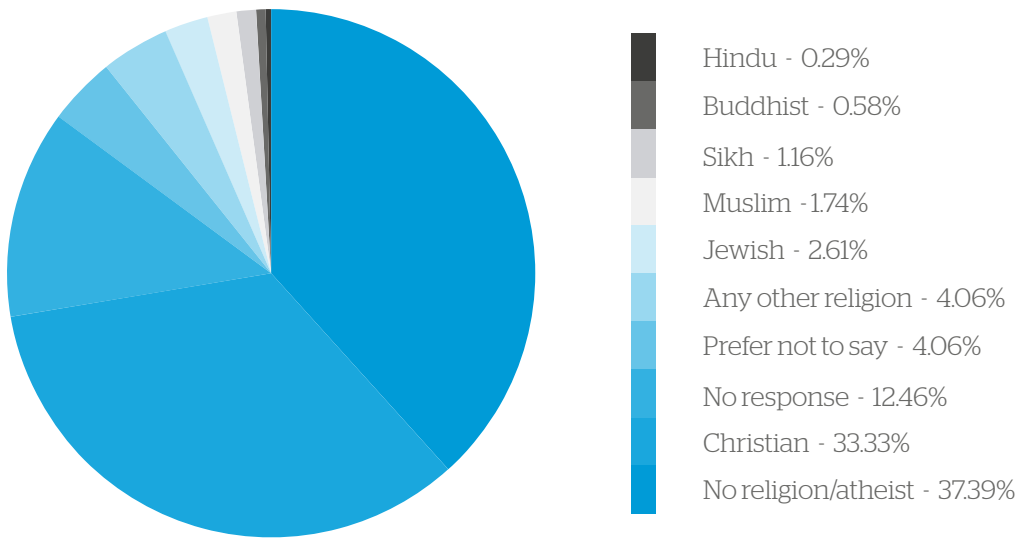


# Ethnicity

No response	17.10%
<b>Asian / Asian British</b>	
Indian	2.03%
Bangladeshi	0.29%
Pakistani	0.00%
Chinese	0.00%
Any other Asian Background	1.74%
<b>Black / Black British</b>	
African	1.45%
Caribbean	2.61%
<b>Mixed / Multiple Ethnic Groups</b>	
White and Asian	2.03%
White and Black African	0.00%
White and Black Caribbean	1.16%
White and Chinese	0.00%
Any other mixed/ multiple ethnic groups	2.03%
<b>White</b>	
British/English/Welsh/ Northern Irish/Scottish	52.46%
Irish	1.74%
Any other white background	5.80%
Prefer not to say	0.87%

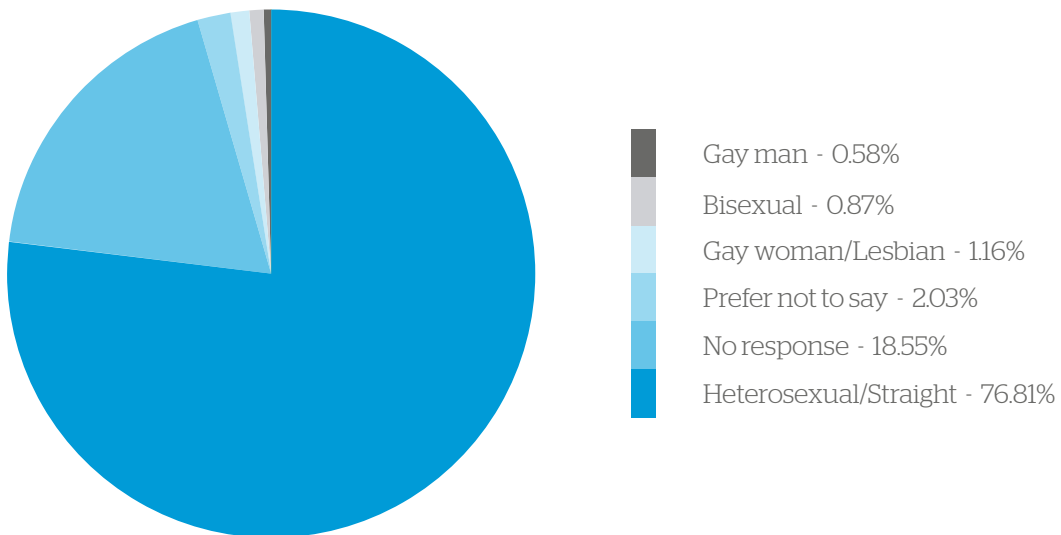
## Religion or Belief

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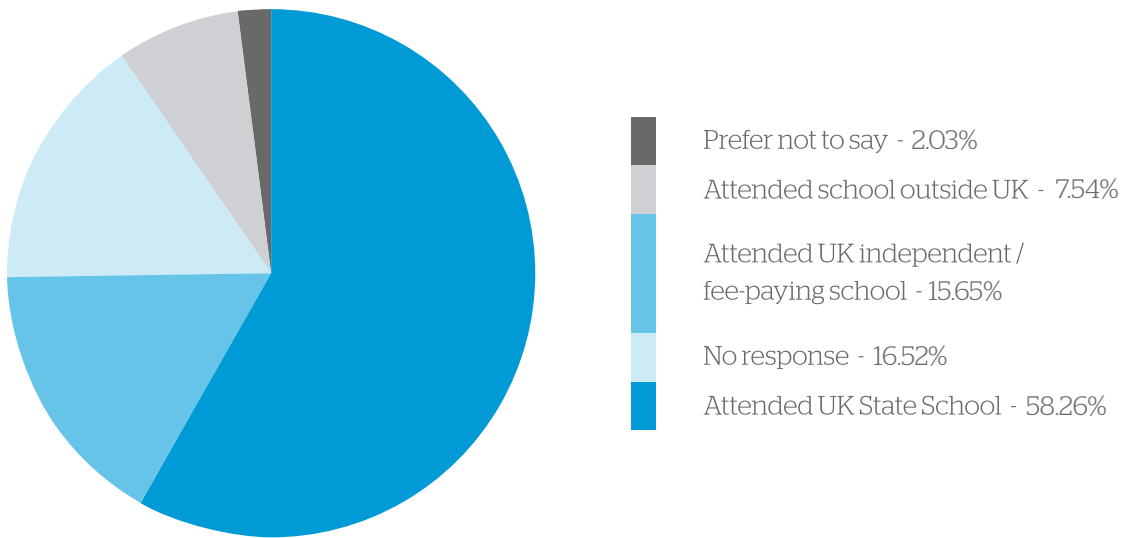
## Sexual Orientation

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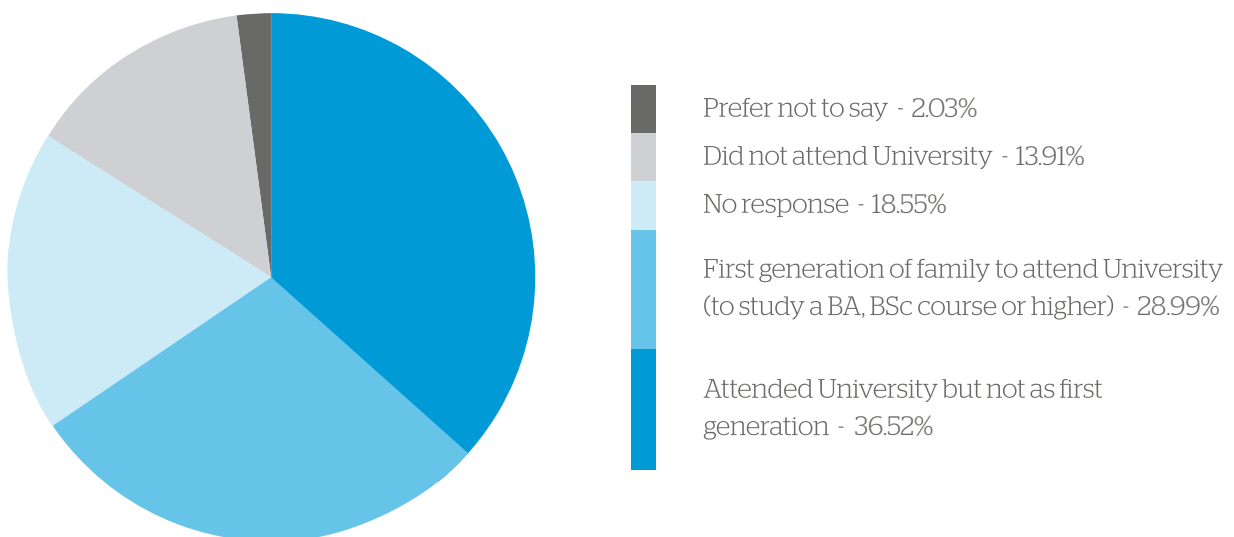
## Socio-Economic Background - Schooling

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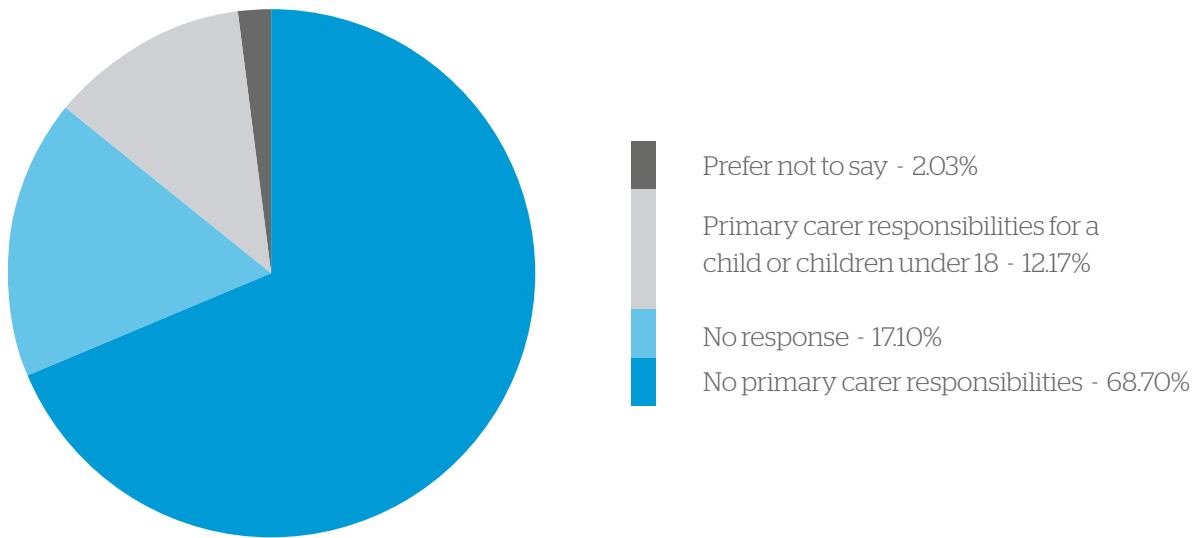
## Socio-Economic Background - University

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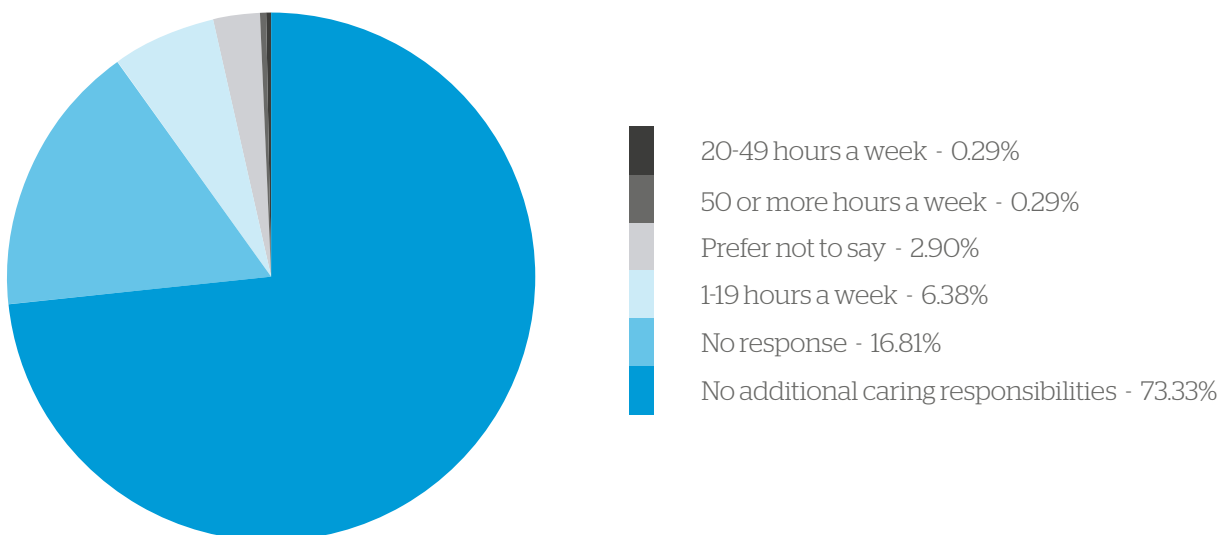
## Caring Responsibilities

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Give any help of support to family members, friends, neighbours or others because of either long-term physical or mental ill-health/disability or problems related to age

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Kingsley Napley is an internationally recognised law firm based in central London. Our wide range of expertise means that we can provide support for our clients in all areas of their business and private life. Many of our lawyers are leaders in their field and our practice areas are highly ranked by the legal directories. We are known for combining creative solutions with pragmatism and a friendly, sensitive approach. The relationship between lawyer and client is key. We work hard to match clients with lawyers who have the right mix of skills, experience and approach in order to achieve the best possible outcome.